

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. 0002		3. EFFECTIVE DATE 02-May-2003		4. REQUISITION/PURCHASE REQ. NO. 37201403		5. PROJECT NO.(If applicable)	
6. ISSUED BY NAVAL SURFACE WARFARE CENTER, CARDEROCK CODE 3352, KAREN L. CANE 5001 SOUTH BROAD ST. PHILADELPHIA PA 19112-1403		CODE N65540		7. ADMINISTERED BY (If other than item 6) See Item 6		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X		9A. AMENDMENT OF SOLICITATION NO. N65540-03-R-0047	
				X		9B. DATED (SEE ITEM 11) 04-Apr-2003	
						10A. MOD. OF CONTRACT/ORDER NO.	
						10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning <u> 2 </u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A.THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B.THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C.THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D.OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) See Page 2							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
_____ (Signature of person authorized to sign)				BY _____ (Signature of Contracting Officer)		02-May-2003	

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

1. The attached Wage Determination No. 1994-2563, Revision No. 22 is hereby incorporated into solicitation as Attachment V. FAR Clause 52.222-42 is hereby amended to include King County, Seattle, Washington area as follows:

Seattle, Washington Area

Employee Class	Monetary Wage-Fringe Benefits
Machinist, Maintenance WG-10	\$20.72*
Shipping Packer WG-10	\$20.72*
Welder, Combination, Maintenance WG-10	\$20.72*
Machinery Maintenance Mechanic WG-10	\$20.72*
Aircraft Quality Control Inspector WG-10	\$20.72*

The same fringe benefits apply as in the solicitation.

2. All other terms and conditions remain unchanged.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2563

Revision No.: 22

Date of Last Revision: 10/09/2002

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10 .81
Accounting Clerk II	12 .13
Accounting Clerk III	14 .11
Accounting Clerk IV	16 .28
Court Reporter	14 .40
Dispatcher, Motor Vehicle	14 .40
Document Preparation Clerk	12 .37
Duplicating Machine Operator	12 .37
Film/Tape Librarian	13 .09
General Clerk I	8 .76
General Clerk II	9 .71
General Clerk III	13 .68
General Clerk IV	15 .04
Housing Referral Assistant	16 .86
Key Entry Operator I	10 .40
Key Entry Operator II	12 .69
Messenger (Courier)	9 .84
Order Clerk I	11 .11
Order Clerk II	14 .69
Personnel Assistant (Employment) I	11 .55
Personnel Assistant (Employment) II	12 .96
Personnel Assistant (Employment) III	14 .42
Personnel Assistant (Employment) IV	16 .80
Production Control Clerk	17 .59
Rental Clerk	12 .12
Scheduler, Maintenance	13 .94

Secretary I	13 .66
Secretary II	13 .84
Secretary III	15 .39
Secretary IV	19 .75
Secretary V	24 .91
Service Order Dispatcher	13 .05
Stenographer I	12 .96
Stenographer II	14 .79
Supply Technician	19 .90
Survey Worker (Interviewer)	14 .16
Switchboard Operator-Receptionist	10 .94
Test Examiner	14 .40
Test Proctor	14 .40
Travel Clerk I	11 .10
Travel Clerk II	11 .95
Travel Clerk III	12 .62
Word Processor I	12 .37
Word Processor II	14 .79
Word Processor III	18 .65

Automatic Data Processing Occupations

Computer Data Librarian	12 .65
Computer Operator I	13 .61
Computer Operator II	14 .63
Computer Operator III	17 .60
Computer Operator IV	19 .89
Computer Operator V	22 .02
Computer Programmer I (1)	14 .08
Computer Programmer II (1)	18 .02
Computer Programmer III (1)	24 .05
Computer Programmer IV (1)	25 .04
Computer Systems Analyst I (1)	23 .36
Computer Systems Analyst II (1)	26 .42
Computer Systems Analyst III (1)	27 .62
Peripheral Equipment Operator	14 .70

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21 .30
Automotive Glass Installer	19 .94
Automotive Worker	19 .94
Electrician, Automotive	20 .60
Mobile Equipment Servicer	18 .61
Motor Equipment Metal Mechanic	21 .30

Motor Equipment Metal Worker	19 .94
Motor Vehicle Mechanic	21 .24
Motor Vehicle Mechanic Helper	17 .93
Motor Vehicle Upholstery Worker	19 .28
Motor Vehicle Wrecker	19 .94
Painter, Automotive	20 .60
Radiator Repair Specialist	19 .94
Tire Repairer	16 .61
Transmission Repair Specialist	21 .30

Food Preparation and Service Occupations

Baker	12 .65
Cook I	11 .03
Cook II	11 .82
Dishwasher	9 .55
Food Service Worker	9 .38
Meat Cutter	14 .95
Waiter/Waitress	11 .91

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	21 .06
Furniture Handler	16 .94
Furniture Refinisher	21 .06
Furniture Refinisher Helper	18 .25
Furniture Repairer, Minor	19 .54
Upholsterer	21 .06

General Services and Support Occupations

Cleaner, Vehicles	10 .33
Elevator Operator	10 .38
Gardener	12 .10
House Keeping Aid I	8 .97
House Keeping Aid II	10 .12
Janitor	10 .38
Laborer, Grounds Maintenance	11 .83
Maid or Houseman	8 .97
Pest Controller	13 .39
Refuse Collector	10 .79
Tractor Operator	12 .23
Window Cleaner	10 .89

Health Occupations

Dental Assistant	13 .44
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Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14 .23
Licensed Practical Nurse I	13 .30
Licensed Practical Nurse II	14 .93
Licensed Practical Nurse III	16 .71
Medical Assistant	11 .94
Medical Laboratory Technician	13 .13
Medical Record Clerk	12 .97
Medical Record Technician	14 .57
Nursing Assistant I	7 .54
Nursing Assistant II	9 .28
Nursing Assistant III	10 .62
Nursing Assistant IV	12 .55
Pharmacy Technician	13 .43
Phlebotomist	10 .89
Registered Nurse I	20 .30
Registered Nurse II	24 .76
Registered Nurse II, Specialist	24 .76
Registered Nurse III	29 .43
Registered Nurse III, Anesthetist	29 .43
Registered Nurse IV	32 .95

Information and Arts Occupations

Audiovisual Librarian	15 .88
Exhibits Specialist I	17 .94
Exhibits Specialist II	20 .46
Exhibits Specialist III	25 .16
Illustrator I	17 .52
Illustrator II	19 .98
Illustrator III	24 .58
Librarian	24 .06
Library Technician	14 .86
Photographer I	14 .55
Photographer II	18 .36
Photographer III	20 .53
Photographer IV	25 .25
Photographer V	31 .04

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8 .15
Counter Attendant	8 .15
Dry Cleaner	10 .35
Finisher, Flatwork, Machine	8 .15
Presser, Hand	8 .15

Presser, Machine, Drycleaning	8 .15
Presser, Machine, Shirts	8 .15
Presser, Machine, Wearing Apparel, Laundry	8 .15
Sewing Machine Operator	11 .09
Tailor	11 .83
Washer, Machine	8 .88

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	21 .09
Tool and Die Maker	23 .67

Material Handling and Packing Occupations

Forklift Operator	17 .65
Fuel Distribution System Operator	18 .70
Material Coordinator	18 .01
Material Expediter	18 .01
Material Handling Laborer	15 .16
Order Filler	11 .48
Production Line Worker (Food Processing)	15 .63
Shipping Packer	14 .33
Shipping/Receiving Clerk	14 .33
Stock Clerk (Shelf Stocker; Store Worker II)	15 .07
Store Worker I	12 .36
Tools and Parts Attendant	18 .57
Warehouse Specialist	16 .71

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21 .71
Aircraft Mechanic Helper	18 .25
Aircraft Quality Control Inspector	27 .53
Aircraft Servicer	19 .54
Aircraft Worker	20 .41
Appliance Mechanic	21 .06
Bicycle Repairer	18 .25
Cable Splicer	25 .98
Carpenter, Maintenance	21 .66
Carpet Layer	24 .05
Electrician, Maintenance	25 .80
Electronics Technician, Maintenance I	21 .05
Electronics Technician, Maintenance II	22 .59
Electronics Technician, Maintenance III	27 .85
Fabric Worker	19 .54
Fire Alarm System Mechanic	21 .71

Fire Extinguisher Repairer	18 .89
Fuel Distribution System Mechanic	21 .71
General Maintenance Worker	17 .86
Heating, Refrigeration and Air Conditioning Mechanic	22 .88
Heavy Equipment Mechanic	21 .71
Heavy Equipment Operator	23 .43
Instrument Mechanic	21 .71
Laborer	11 .17
Locksmith	20 .96
Machinery Maintenance Mechanic	21 .75
Machinist, Maintenance	20 .97
Maintenance Trades Helper	17 .93
Millwright	24 .28
Office Appliance Repairer	21 .06
Painter, Aircraft	21 .06
Painter, Maintenance	21 .06
Pipefitter, Maintenance	25 .13
Plumber, Maintenance	23 .38
Pneudraulic Systems Mechanic	21 .71
Rigger	21 .71
Scale Mechanic	20 .41
Sheet-Metal Worker, Maintenance	21 .71
Small Engine Mechanic	18 .55
Telecommunication Mechanic I	21 .71
Telecommunication Mechanic II	22 .37
Telephone Lineman	21 .71
Welder, Combination, Maintenance	21 .71
Well Driller	21 .71
Woodcraft Worker	21 .71
Woodworker	18 .89

Miscellaneous Occupations

Animal Caretaker	10 .90
Carnival Equipment Operator	10 .66
Carnival Equipment Repairer	11 .07
Carnival Worker	9 .38
Cashier	10 .49
Desk Clerk	10 .81
Embalmer	20 .16
Lifeguard	9 .70
Mortician	19 .34
Park Attendant (Aide)	12 .18
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11 .92

Recreation Specialist	14 .96
Recycling Worker	12 .29
Sales Clerk	12 .14
School Crossing Guard (Crosswalk Attendant)	10 .16
Sport Official	10 .04
Survey Party Chief (Chief of Party)	21 .28
Surveying Aide	12 .26
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16 .80
Swimming Pool Operator	14 .18
Vending Machine Attendant	13 .52
Vending Machine Repairer	13 .64
Vending Machine Repairer Helper	13 .52

Personal Needs Occupations

Child Care Attendant	8 .83
Child Care Center Clerk	11 .01
Chore Aid	9 .06
Homemaker	15 .35

Plant and System Operation Occupations

Boiler Tender	23 .01
Sewage Plant Operator	22 .35
Stationary Engineer	23 .01
Ventilation Equipment Tender	18 .25
Water Treatment Plant Operator	23 .20

Protective Service Occupations

Alarm Monitor	15 .95
Corrections Officer	18 .69
Court Security Officer	23 .51
Detention Officer	23 .51
Firefighter	23 .53
Guard I	8 .56
Guard II	15 .40
Police Officer	23 .48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17 .39
Hatch Tender	17 .39
Line Handler	17 .39
Stevedore I	15 .28
Stevedore II	16 .33

Technical Occupations

Air Traffic Control Specialist, Center (2)	29 .03
Air Traffic Control Specialist, Station (2)	20 .02
Air Traffic Control Specialist, Terminal (2)	22 .05
Archeological Technician I	15 .83
Archeological Technician II	17 .71
Archeological Technician III	21 .93
Cartographic Technician	21 .52
Civil Engineering Technician	22 .12
Computer Based Training (CBT) Specialist/ Instructor	23 .42
Drafter I	13 .24
Drafter II	15 .55
Drafter III	20 .19
Drafter IV	21 .93
Engineering Technician I	14 .80
Engineering Technician II	16 .61
Engineering Technician III	19 .95
Engineering Technician IV	24 .62
Engineering Technician V	29 .65
Engineering Technician VI	35 .87
Environmental Technician	19 .26
Flight Simulator/Instructor (Pilot)	26 .42
Graphic Artist	23 .71
Instructor	19 .36
Laboratory Technician	16 .13
Mathematical Technician	20 .53
Paralegal/Legal Assistant I	14 .31
Paralegal/Legal Assistant II	17 .66
Paralegal/Legal Assistant III	19 .49
Paralegal/Legal Assistant IV	26 .11
Photooptics Technician	20 .53
Technical Writer	22 .52
Unexploded (UXO) Safety Escort	18 .45
Unexploded (UXO) Sweep Personnel	18 .45
Unexploded Ordnance (UXO) Technician I	18 .45
Unexploded Ordnance (UXO) Technician II	22 .32
Unexploded Ordnance (UXO) Technician III	26 .76
Weather Observer, Combined Upper Air and Surface Programs (3)	18 .32
Weather Observer, Senior (3)	20 .48
Weather Observer, Upper Air (3)	18 .32

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16 .95
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Parking and Lot Attendant	9 .33
Shuttle Bus Driver	11 .29
Taxi Driver	8 .98
Truckdriver, Heavy Truck	17 .54
Truckdriver, Light Truck	10 .26
Truckdriver, Medium Truck	17 .28
Truckdriver, Tractor-Trailer	17 .54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.